

# Expanding projects into collective adventures

Céline Durnez, 9th of October 2016

PMP® PgMP®, AchievUp Founder

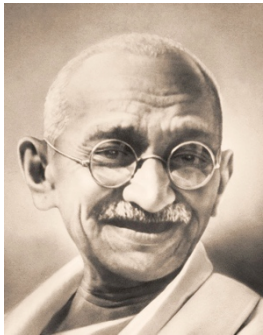
# 1. Introduction - Questions to start

Let's remember a moment of a collective success in a project, in a team:

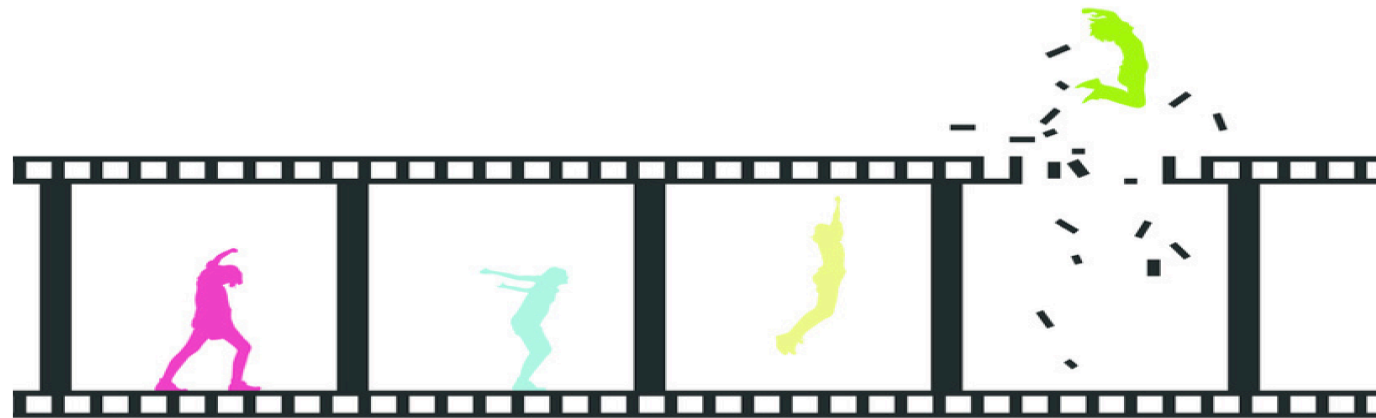
In your opinion, what would be the necessary ingredients to enhance the feeling of living a collective adventure on your current project?

1. A « better » manager and/or a better sponsor
2. More and/or better available resources
3. A more inspiring product or service to deliver
4. New behaviours of others and yourself

# 1. Introduction - Keys of transformation leadership



*« Be the change you want to see in the world », Gandhi*



# 1. Introduction - Second question

How much do you estimate in general the level of team adventure on projects?

1. We do work a lot, but without real excitement or pleasure
2. We do work a lot, from time to time we enjoy, but project itself is not exciting
3. We do work a lot with pleasure, the project is the opportunity to surpass oneself and as a group.

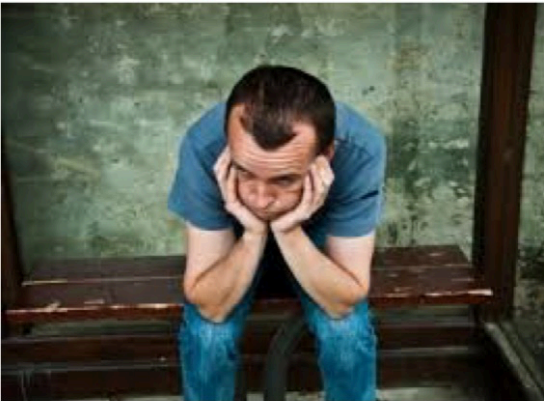


# 1. Introduction – Gallup© survey about engagement



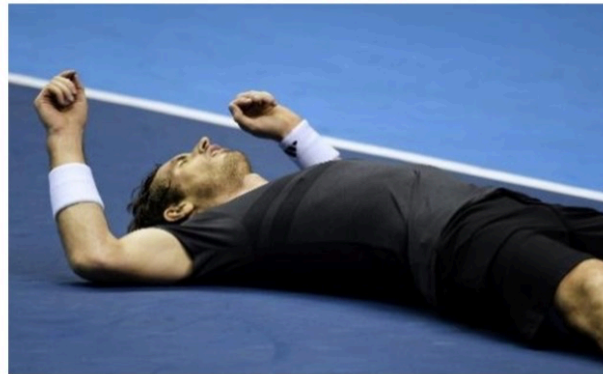
140+ countries,  
200,000 employees  
All industries

## Actively Disengaged



- Unhappy at work

## Non Engaged



- Putting time into work
- But no energy or passion

## Engaged



- Work with passion
- Feel a profound connection to company as ambassador and key success driver

# 1. Introduction - Statistics about transformation

97%

Individuals not knowing  
their values/vision



HARVARD  
BUSINESS SCHOOL

85%

Desengaged workers

GALLUP

70%

Transformation projects do  
not reach their initial  
objectives



Gartner



Quality

Performance

Cost

Risks

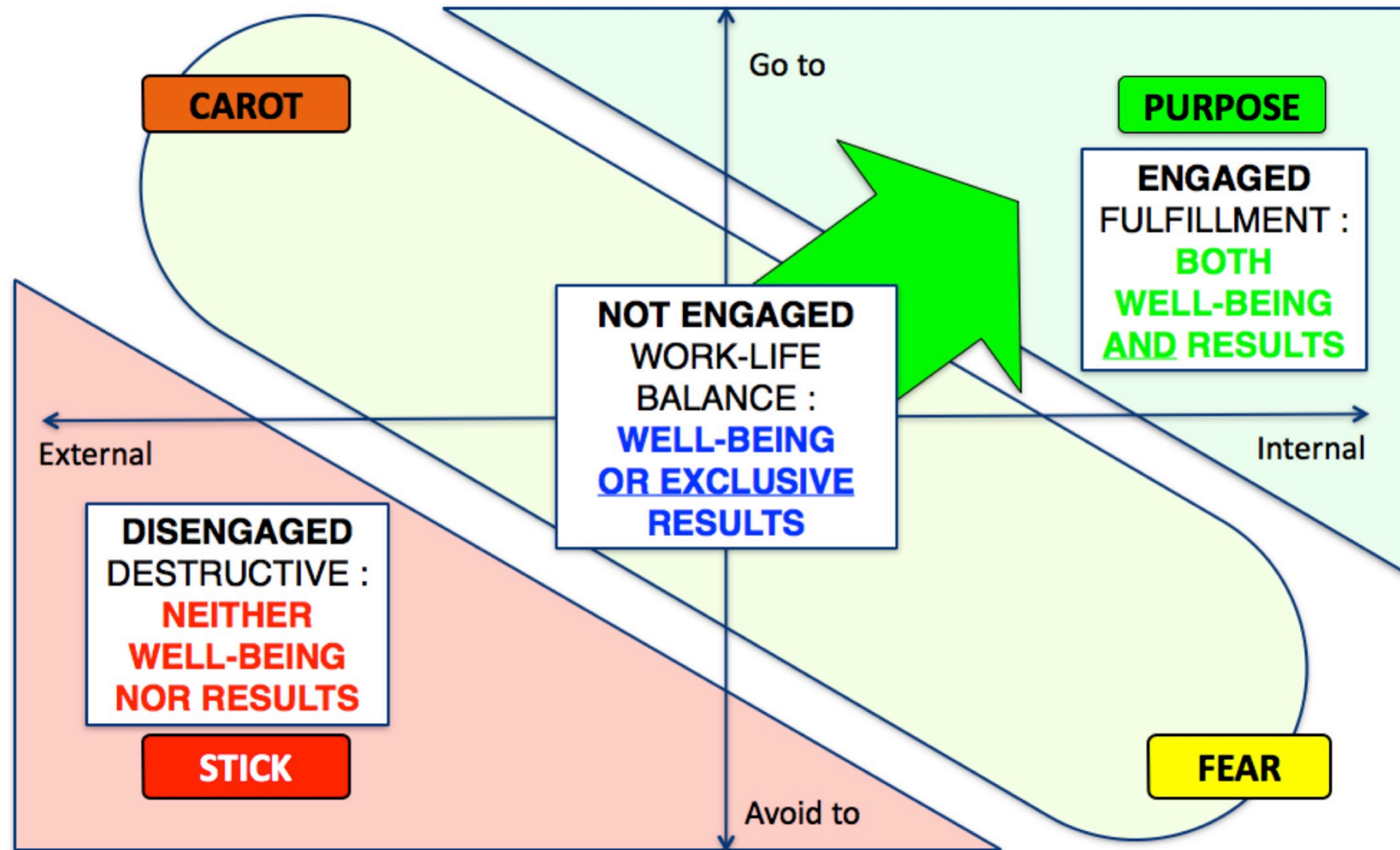


Lack of consistency  
between :

- Vision & objectives, 
- Relationship & Leadership, 
- Actions & Operations 

Is the main reason for  
failure of operations  
and transformations

# 1. Introduction - From motivation to engagement by inspiration



# Agenda

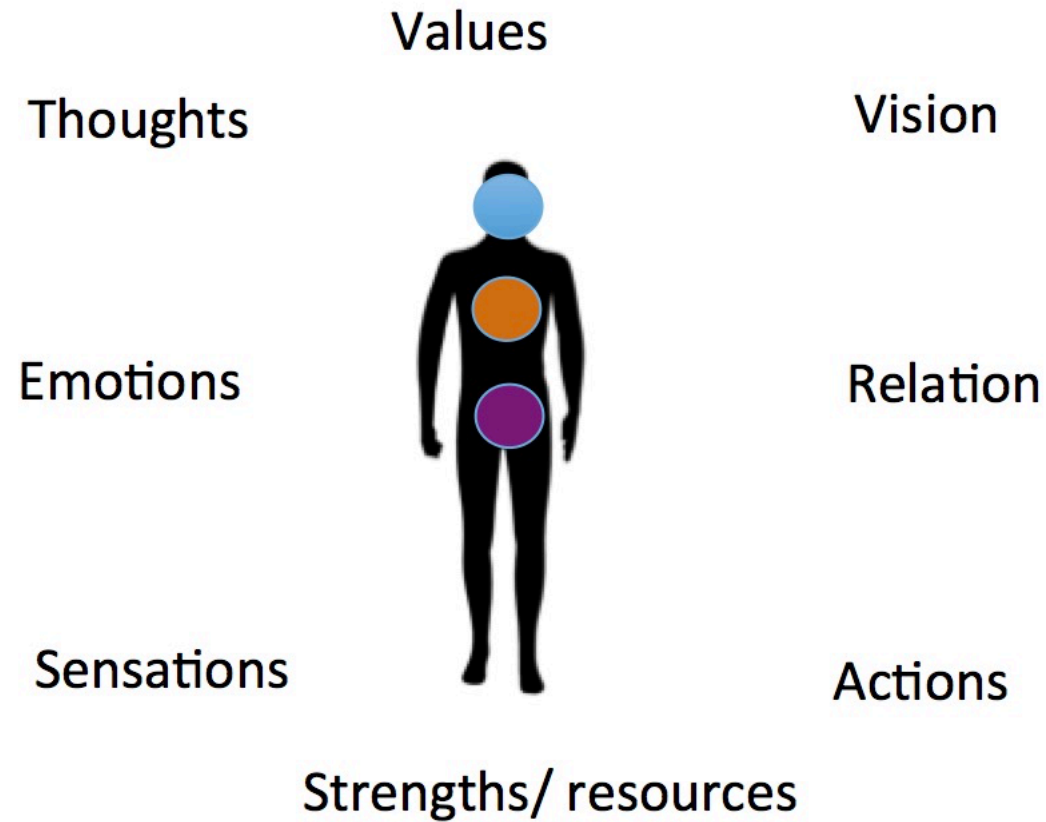
A model to imprint your leadership on your projects and people other people want to join the adventure

1. Introduction (10')
2. The 3 centers model and introduction to a concrete example (10')
3. Concrete application on your project (30')
4. To go further (10')

## 2. The 3 centers model

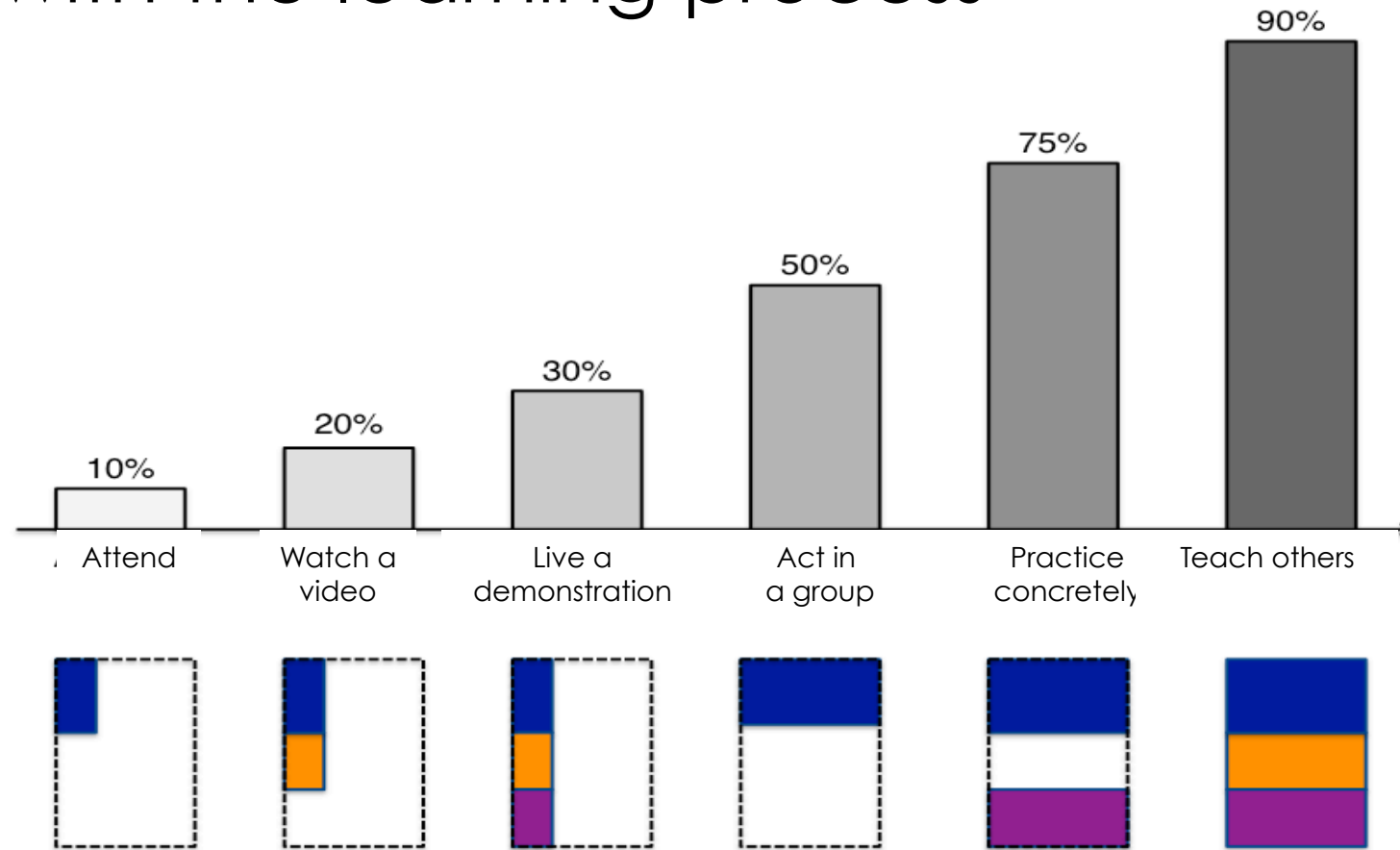
Internal

External



Reference : L'Essence du leadership, François Durnez

## 2. The 3 centers model: Example with the learning process



## 2. The 3 centers model – values determination



All rights reserved AchievUp




## 2. The 3 centers model – values determination



All rights reserved AchievUp





## 2. The 3 centers model – values example







**Freedom** : capacity to decide on one's own about topics where directly involved)










**Openness** → real enjoyment to discover new people, new things, consider feedback to build together



**Creativity** → when putting all skills together , intuition takes the lead for creating great things, producing new ideas




**Construction** Achieve fantastic goals putting all individual strengths together  
1+1>2

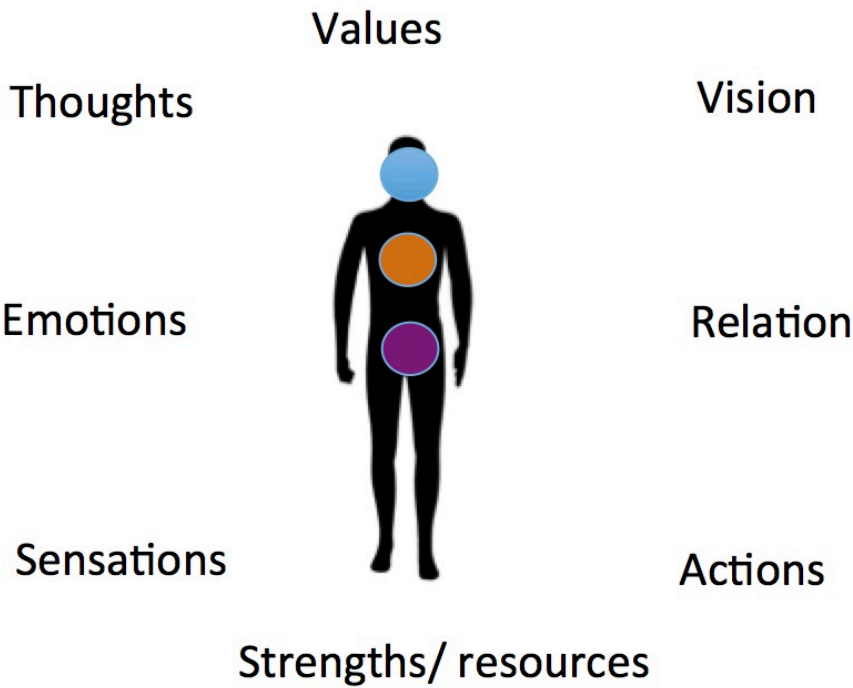
All rights reserved AchievUp

## 2. The 3 centers model - concrete case in a traceability program

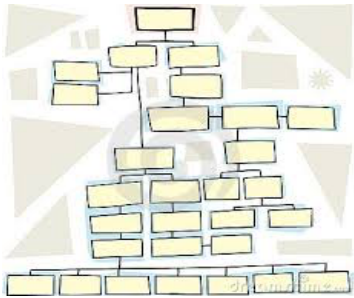


- EU Compliance, legally obliged to track and trace products
- 120 m Euros, 20 interdependent projects, 10 countries, 3 years
- 13 full time project managers – about 15 project team members per project – about 350 involved contributors

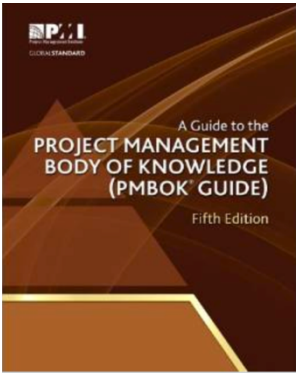
## 2. The 3 centers model - concrete case in a traceability program



Compliance objectives



Complex organization structure



Best practices

# 3. Pragmatic application on your current project

What can you do to facilitate inspiration, thoughts ?

What can you do to enhance positive emotions?

What can you do to unforgettable pleasant sensations?

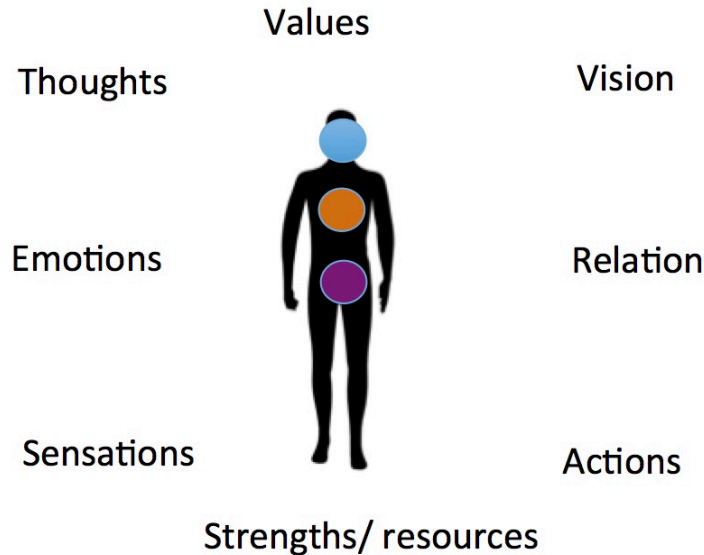
What are the team values?

Sell a real purpose, a why dream

Which kind of relationship you want to develop?

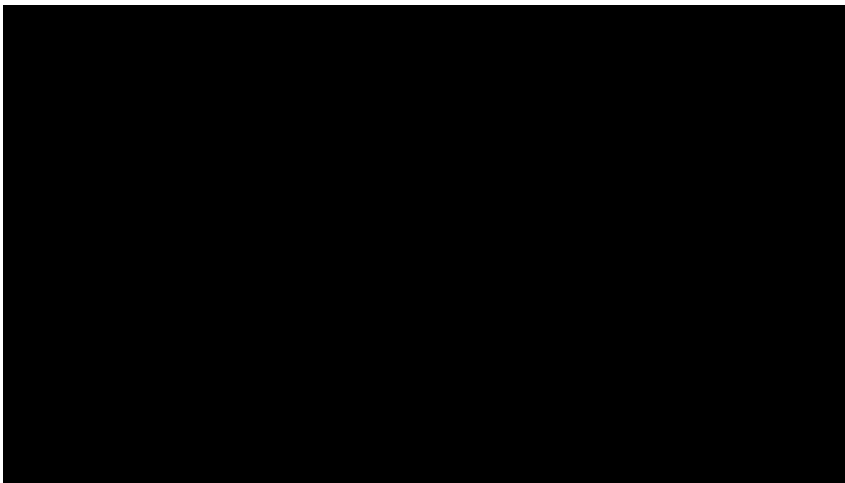
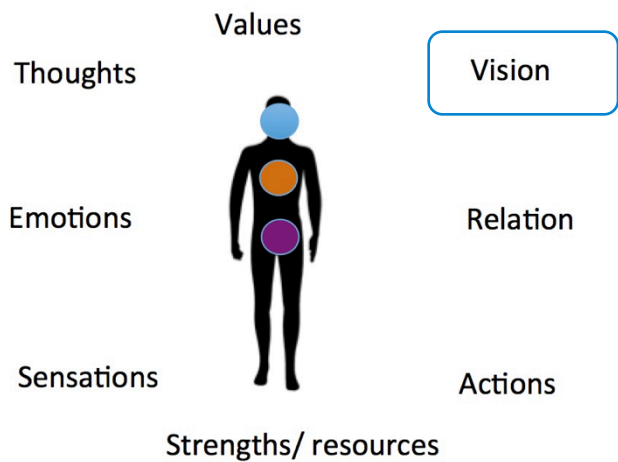
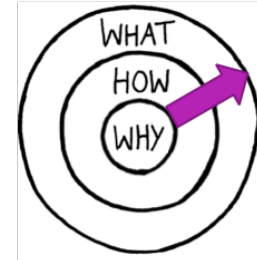
Efficient and fun! ...

What are not yet utilized strengths and resources?



# 3. Pragmatic application on your current project

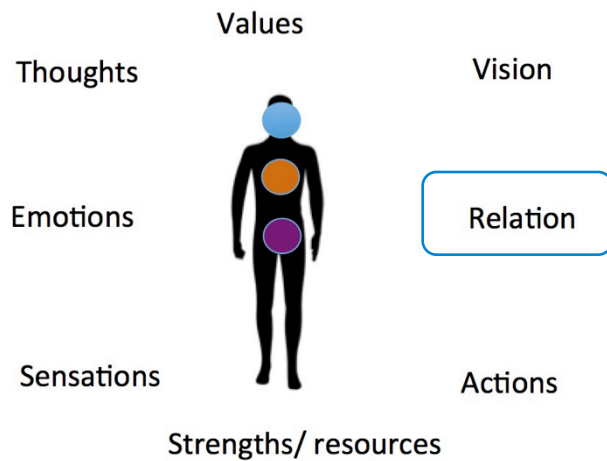
+ Purpose – WHY - and direction





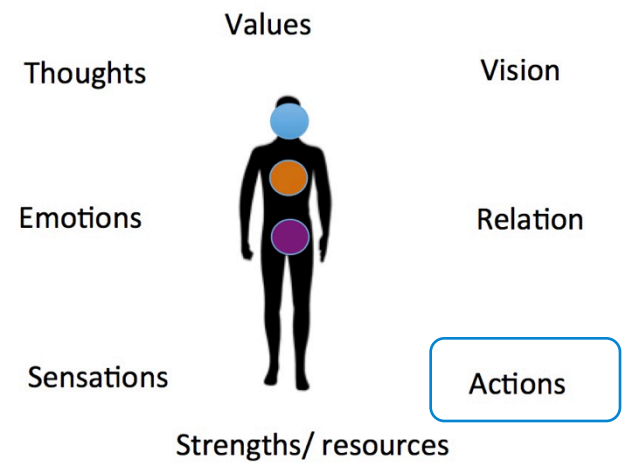
### 3. Pragmatic application on your current project

+ Parity & Goodwill



# 3. Pragmatic application on your current project

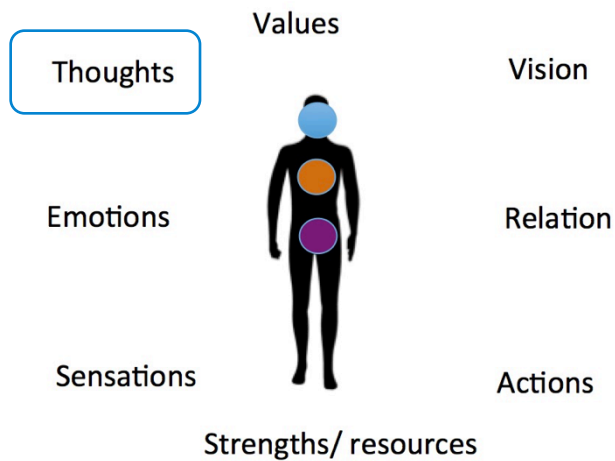
+ Best practice and fun



	Need to be discussed 1 to 1
	Agenda is not followed
	TOO MUCH DETAIL
	No blaming – don't blame each other
	Everyone can ask questions
	Every idea counts independent from hierarchy

### 3. Pragmatic application on your current project

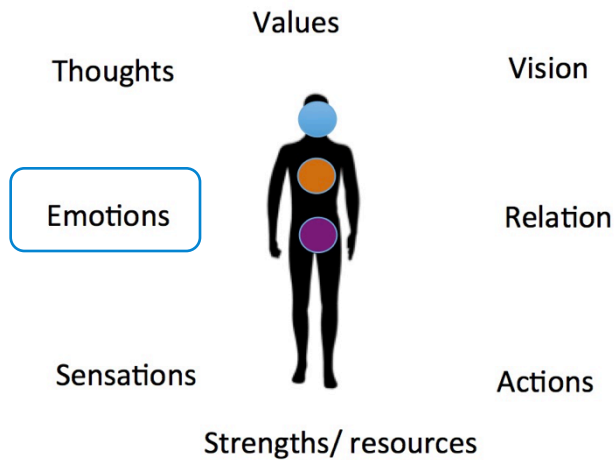
+ Peace, freedom, flexibility





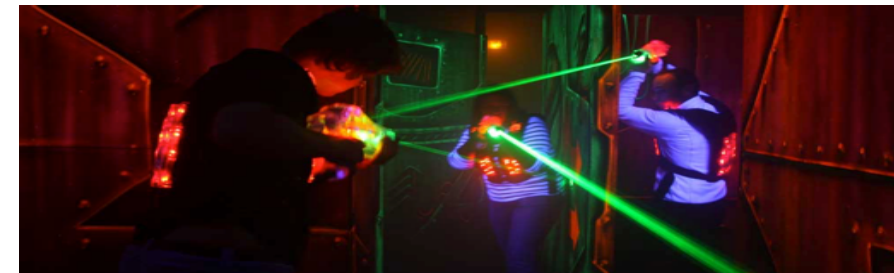
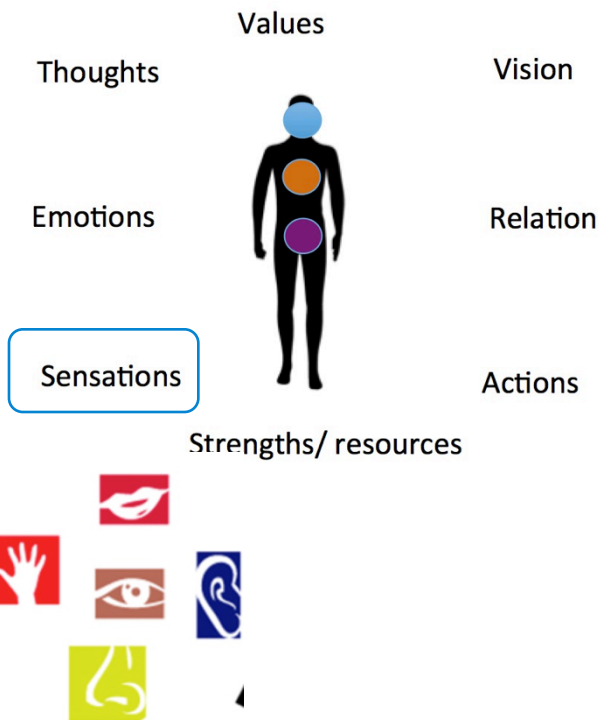
### 3. Concrete application on your current project

+ Encourage positive emotions (thanks, celebrations, smile, communication about success...)



# 3. Pragmatic application on your current project

+ Develop well being and pleasant sensations as a team



# 3. Pragmatic application on your current project



Peace, freedom,  
flexibility



Team values



+ Purpose and  
dream!



Encourage positive emotions (thanks,  
celebrations, smile, communication about  
success...)

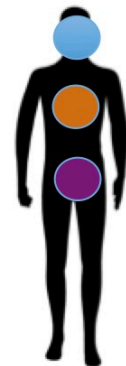


Thoughts

Emotions

Sensations

Values



Vision

Relation

Actions

Strengths/ resources

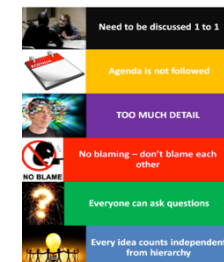
PMO, talents within the  
team



+ Parity and  
goodwill!



Develop well  
being and  
pleasant  
sensations




+ Best practices fun!

## 4. To go further...

- What concrete elements you will apply on your project?
- What are new ideas?
- Note :
  - The 3 centers model is applicable at individual level too; it is
  - Personal values is one of the fundamental basis of the intrinsic leadership.

# Thanks !!!

Let's stay in touch  
via le blog : <http://achievup.com> or LinkedIn



Enthusiasm & Excellence  
*Deliver results while pursuing dreams*

**Celine Durnez**  
*Founder, PMP® PgMP®*  
+33 6 74 52 90 61  
cdurnez@achievup.com

Operational expertise in leadership,  
project and program management:

Online and offline development programs  
• Consulting • Speaking  
[www.achievup.com](http://www.achievup.com)

